

COVID-19 Scenarios at The Workplace

Policy and Requirements for Returning to Work

The following scenarios provide guidance to employees who are experiencing symptoms of COVID-19, have tested positive for COVID-19, are awaiting a test result, have been exposed to someone with COVID-19, etc.

For the purposes of the scenarios below, **close contact** is defined as being within 6 feet of an infected person for a prolonged period (15 minutes or more over a 24-hour period) starting from 2 days before illness onset. The 15 minutes does not need to be continuous (e.g., 3, 5-minute periods would count) and wearing a cloth face covering does not completely remove the exposure risk when in close contact.

The guidance for employees who work in health care settings, or other limited employment settings where excluding a person from work could result in an imminent threat to patient care, public health, or public safety, may be different for each scenario and is noted where applicable. Please see [DHS COVID-19 Health Alert #16: Quarantine of Wisconsin Residents Exposed to COVID-19 Is an Essential Prevention Strategy](#), for more information.

Employee Scenario	Policy
A. Employee has no symptoms (asymptomatic) and has tested positive for COVID-19	<p>Employee shall stay home and monitor for symptoms. If the employee has no symptoms, they can return 10 days after they were tested.</p> <p>If during the 10 days the employee becomes symptomatic, then they must continue to stay home for at least 10 more days from the date of the symptom onset and meet all the following before returning to work:</p> <ol style="list-style-type: none"> 1. They have been fever-free for 24 hours (without the use of fever reducing medications) 2. Their other symptoms have improved 3. It has been at least 10 days since their first symptom onset
B. Employee is sick with symptoms of COVID-19, but has not yet been tested	<p>Recommend employee be tested. Employee shall stay home until all of the following apply:</p> <ol style="list-style-type: none"> 1. They have been fever-free for 24 hours (without the use of fever reducing medications) 2. Their other symptoms have improved 3. It has been at least 10 days since their first symptom onset <p>If employee is tested, stay home until test results return. Follow Scenario D or E, depending on test results</p>
C. Employee is sick with symptoms of COVID-19, has been tested but not yet received the test results	Stay home until test results return. Follow Scenario D or E, depending on test results.
D. Employee is sick with symptoms of COVID-19, has been tested and test results came back negative	<p>Employee does not have COVID-19. Follow standard employee illness protocols for returning to work.</p> <p>Example: 24 hours fever-free, or 2 days after last episode of vomiting or diarrhea, or when on antibiotics for at least 24 hours, or as approved to work by a doctor.</p>

Employee Scenario	Policy
E. Employee is sick with symptoms of COVID-19, has been tested and test results came back positive	Employee shall stay home until all of the following apply: <ol style="list-style-type: none"> 1. They have been fever-free for 24 hours (without the use of fever reducing medications) 2. Their other symptoms have improved 3. It has been at least 10 days since their first symptom onset
F. Employee had COVID-19 in the past and now has another positive test.	Employees who have again tested positive within 3 months (~12 weeks) of their original positive may continue to work and do not need to isolate. This is because the virus can continue to result in positive test outcomes when the person has fully recovered and is no longer contagious. Individuals who test positive beyond 3 months of their original positive test will be treated as a new infection and should follow Scenario A or D depending on the presences of symptoms.
G. Employee has been in close contact with someone who shows symptoms but has not been tested	Employee can continue to work and self-monitors symptoms daily.
H. Employee has been in close contact with someone who shows symptoms and is waiting on test results	Employee can continue to work and self-monitors symptoms daily.
I. Employee has been in close contact with someone who tested positive for COVID-19 (symptomatic or asymptomatic)	Employee* must stay home for the full 14 days after <u>last contact with person</u> and no symptoms arise. If symptoms appear, stay home until all of the following apply: <ol style="list-style-type: none"> 1. They have been fever-free for 24 hours (without the use of fever reducing medications) 2. Their other symptoms have improved 3. It has been at least 10 days since their first symptom onset <p>*To ensure continuity of operations of essential functions, DHS advises that quarantine requirements may be modified in circumstances when excluding a person from work could result in an imminent threat to patient care, public health, or public safety.</p> <p>If an employee receives notice from a public health official or contact tracer that they may have been exposed to COVID-19, they should be in contact with their management to verify requirements based on their position.</p>

Employee Scenario	Policy
J. Employee is living with someone who tested positive for COVID-19	<p>If employee* is unable to have complete separation from the person who had a positive COVID test: Self- quarantine for the full 14 days after the person who tested positive ends their isolation.</p> <p>If employee* is able to completely separate from the person who tested positive: Self-quarantine for 14 days after last contact with the person who tested positive.</p> <p>If symptoms appear, stay home until all of the following apply:</p> <ol style="list-style-type: none"> 1. They have been fever-free for 24 hours (without the use of fever reducing medications) 2. Their other symptoms have improved 3. It has been at least 10 days since their first symptom onset <p>*To ensure continuity of operations of essential functions, DHS advises that quarantine requirements may be modified in circumstances when excluding a person from work could result in an imminent threat to patient care, public health, or public safety.</p> <p>If an employee receives notice from a public health official or contact tracer that they may have been exposed to COVID-19, they should be in contact with their management to verify requirements based on their position.</p>
K. Employee is a <i>close contact</i> to someone who tested positive for COVID-19 at work.	<p>Employee* shall quarantine for the full 14 days after last contact with person and no symptoms arise.</p> <p>If symptoms appear, stay home until all of the following apply:</p> <ol style="list-style-type: none"> 1. They have been fever-free for 24 hours (without the use of fever reducing medications) 2. Their other symptoms have improved 3. It has been at least 10 days since their first symptom onset <p>If employee is tested, stay home until test results return. Follow Scenario D or E, depending on test results.</p> <p>*To ensure continuity of operations of essential functions, DHS advises that quarantine requirements may be modified in circumstances when excluding a person from work could result in an imminent threat to patient care, public health, or public safety.</p> <p>If an employee receives notice from a public health official or contact tracer that they may have been exposed to COVID-19, they should be in contact with their management to verify requirements based on their position.</p>
L. Employee is a <i>close contact</i> to someone who has been exposed to another positive person	Employee can continue to work and self-monitors symptoms daily.
M. Employee lives with or cares for someone who is has been exposed to another positive person	Employee can continue to work and self-monitors symptoms daily.